DOCUMENT RESUME

ED 388 170 HE 028 713

AUTHOR McCoy, Robert M., Comp.
TITLE Colleges and Universities: Faculty and Staff, 1994-95.
INSTITUTION Pennsylvania State Dept. of Education, Harrisburg. Div. of Data Services.
PUB DATE Jun 95
NOTE 48p.; For related documents, see HE 028 710-715.
PUB TYPE Statistical Data (110)

EDRS PRICE MF01/PC02 Plus Postage.
DESCRIPTORS Academic Rank (Professional); *College Faculty; Colleges; *Contract Salaries; *Fringe Benefits; Higher Education; Sex; State Surveys; Statistical Data; *Teacher Salaries; Tenure; *Trend Analysis; Universities
IDENTIFIERS *Pennsylvania

ABSTRACT

This publication provides statistical information relating to the salaries, tenure and fringe benefits for full-time instructional faculty, as well as other employees at Pennsylvania colleges and universities. The primary sources of data were the annual surveys of instructional faculty and staff at Pennsylvania institutions of higher education with a response rate exceeding 98 percent. Tables and figures present information on: (1) index of average salaries of full-time instructional faculty, 9-month contracts vs. the consumer price index, 1982-84 through 1994-95; (2) average salaries of full-time instructional faculty employed on a 9-month contract for selected ranks by institutional category, 1985-86 through 1994-95; (3) fringe benefit expenditures for full-time instructional faculty employed on 9-month contracts by selected years; (4) percent of fringe benefit expenditures for full-time instructional factory employed on 9-month contracts by selected years; (5) fringe benefit expenditure as a percentage of total salary expenditure of full-time instructional faculty; (6) selected full-time instructional faculty with tenure by sex by selected years; (7) average salaries of selected full-time instructional faculty by professorial rank; (8) percentage change in average salaries of full-time instructional faculty, 1993-94 and 1994-95; (9) percentage change in average salaries of faculty by selected ranks, current to constant dollar comparison, 1985-86 through 1994-95; (10) average salaries of faculty for Pennsylvania and contiguous states, 1992-93 and 1993-94. Appendices provide additional data on salaries by contract length, rank, institutional category, sex, tenure status, and race. A glossary and notes on sources and nonrespondents are also appended. (DB)

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Pennsylvania Department of Education 1995

Colleges and Universities

Faculty and Staff
1994-95

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June 1995

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OVERVIEW

This publication provides statistical information relating to the salaries, tenure and fringe benefits for full-time instructional faculty, as well as the number of employees at Pennsylvania colleges and universities. Included is current data as well as historical data covering the last decade on selected topics. These statistics have proved to be of great interest and value to educational researchers, administrators, government officials, media representatives, business leaders and other interested individuals.

The primary sources of data were the annual Salaries, Tenure and Fringe Benefits of Full-Time Instructional Faculty Survey and the biennial Fall Staff Survey for Pennsylvania colleges and universities. The response rate exceeded 98%, with estimates provided for nonresponding institutions. National data was drawn from the results of surveys conducted by the U.S. Department of Education, National Center for Education Statistics. Data on the Urban Consumer Price Index (CPI-U) was obtained from the U.S. Department of Labor, Bureau of Labor Statistics.

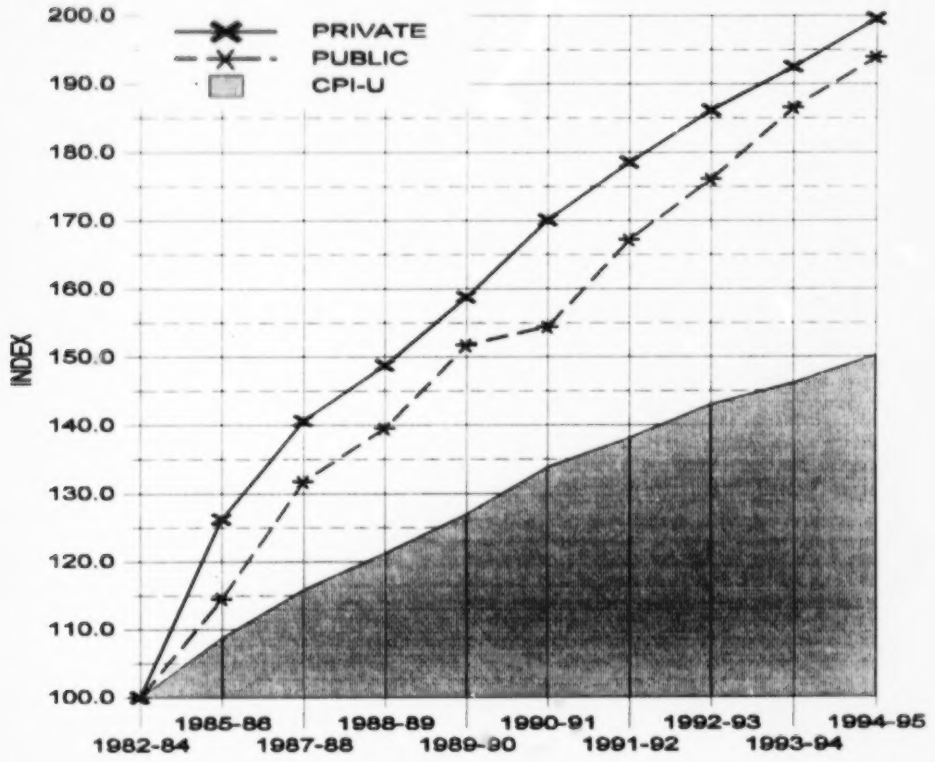
STATISTICAL HIGHLIGHTS
1994-95

	9-MONTH CONTRACT AVERAGE SALARY	% CHANGE 1993-94 TO 1994-95
TOTAL	**$52,404**	**3.9**
Professor	68,157	3.8
Associate Professor	51,047	3.6
Assistant Professor	41,563	3.0
Instructor	32,755	3.9
Lecturer	30,819	-0.7
No Academic Rank	19,516	-0.1

...the difference between the index of average salaries for public and private full-time instructional faculty narrowed since 1990-91...

FIGURE 1

INDEX OF AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY 9-MONTH CONTRACTS VS THE CONSUMER PRICE INDEX 1982-84 THROUGH 1994-95



Note: 1. The selected ranks are professor, associate professor, assistant professor and instructor.
2. Data for 1986-87 is not available.
3. The base year (100.0) for the Urban Consumer Price Index (CPI-U) is 1982-84.
4. The base year (100.0) for salaries is 1982-83.

Average salary increases for full-time faculty continued to expand faster than inflation. By 1994-95, the respective average salary increases for faculty at public and private institutions were 43.6 and 49.3 percentage points higher than the CPI-U.

...the average salary increase for full-time instructional faculty exceeded 64% since 1985-86...

TABLE 1

AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS FOR SELECTED RANKS BY INSTITUTIONAL CATEGORY 1985-86 THROUGH 1994-95

	1985-86	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95
All Institutions	**$32,131**	*	**$36,424**	**$38,561**	**$41,536**	**$43,761**	**$46,224**	**$48,044**	**$50,795**	**$52,752**
Public Institutions	31,797	*	36,580	38,751	42,132	43,711	46,434	48,899	51,793	53,840
Private Institutions	32,522	*	36,273	38,334	40,918	43,819	46,015	47,953	49,594	51,429

Note 1. The selected ranks are professor, associate professor, assistant professor and instructor.
2. An asterisk (*) indicates "not available."

Since 1985-86, the average salary for full-time instructional faculty increased by 64.2%. Over the decade, faculty employed by the state universities acquired the highest percentage change for public institutions, while faculty employed by the private state-aided institutions accumulated the largest percentage change for private institutions (see Appendix F).

TABLE 2

FRINGE BENEFIT EXPENDITURES FOR FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS BY SELECTED YEARS

(In Millions)

	TOTAL BENEFITS	RETIREMENT	SOCIAL SECURITY	MEDICAL/ DENTAL	ALL OTHER
1985-86	$158.3	$63.9	$39.1	$32.2	$23.1
1990-91	233.3	82.3	60.9	58.1	32.0
1994-95	296.5	91.5	77.2	87.0	40.8

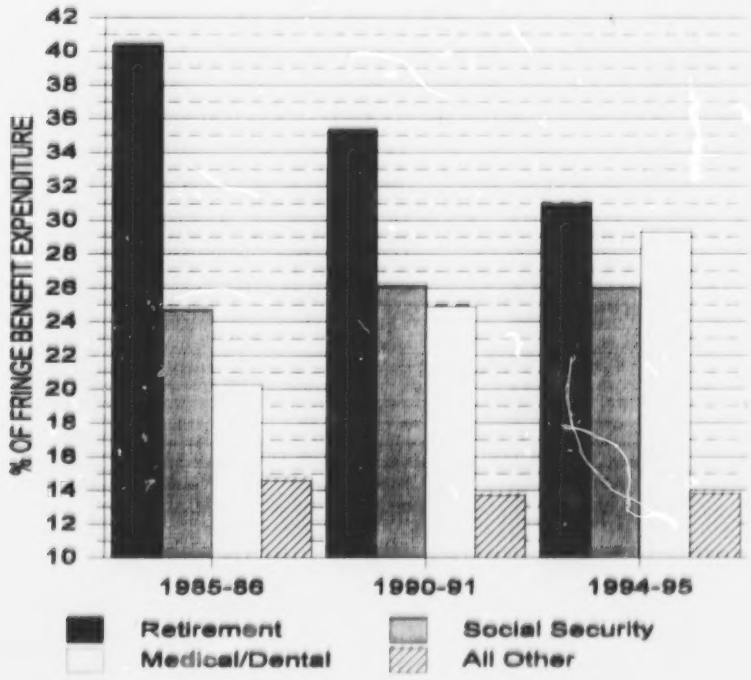
Note: "All other" benefit expenditures include group life and other insurance benefits; guaranteed disability income; tuition and housing plans; unemployment and worker's compensation; and other benefits in kind with cash options.

The increase in fringe benefit expenditures ranged from 170.2% for medical/dental to 43.2% for retirement over the last decade. Social security expenditures increased by 97.4% while the percentage increase for all other expenditures was 76.6%.

...since 1985-86, the percentage of fringe benefit expenditures for retirement decreased by 9.5 percentage points...

FIGURE 2

PERCENT OF FRINGE BENEFIT EXPENDITURES FOR FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS BY SELECTED YEARS



Note: "All other" benefit expenditures include group life and other insurance benefits; guaranteed disability income; tuition and housing plans; unemployment and worker's compensation; and other benefits in kind with cash options.

The percentage distribution of fringe benefit expenditures for full-time faculty has changed significantly since 1985-86. Medical and dental expenditures, for instance, increased by 9.0 percentage points; social security expenditures posted a modest increase of 1.3 percentage points. The percentage for retirement expenditures steadily declined since 1985-86, while "all other" expenditures decreased by 0.8 percentage points.

...the percentage of total fringe benefit expenditure of the total salary expenditure was 27.3% for 1994-95...

TABLE 3

FRINGE BENEFIT EXPENDITURE AS A PERCENTAGE OF TOTAL SALARY EXPENDITURE OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS 1985-86 THROUGH 1994-95

(In Millions)

	1985-86	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95
Total Salary Expenditure	$592.5	*	$690.7	$752.0	$820.6	$880.6	$939.9	$986.4	$1,083.0	$1,085.0
Total Fringe Benefit Expenditure	158.3	*	173.6	182.6	216.7	233.3	250.3	271.6	287.3	296.5
Percentage	26.7	*	25.1	24.3	26.4	26.5	26.6	27.5	26.5	27.3

Note: An asterisk (*) indicates "not available."

Since 1985-86, the total salary expenditure increased by 83.1%, while the total fringe benefit expenditure increased by 87.3%. The range between the percentage of fringe benefit expenditure of the total salary expenditure was 3.2 percentage points with the lowest percentage in 1988-89 and the highest in 1992-93. As a percentage of total salary expenditure, fringe benefit expenditures at public institutions experienced the largest percentage in 1990-91 (31.7%) and the smallest in 1993-94 (24.1%). Private institutions posted the largest percentage of fringe benefit expenditure to total salary expenditure in 1993-94 (32.2%) and the smallest in 1990-91 (21.9%).

TABLE 4

SELECTED FULL-TIME INSTRUCTIONAL FACULTY WITH TENURE BY SEX BY SELECTED YEARS

	1985-86		1990-91		1994-95	
	9-Month Contract	12-Month Contract	9-Month Contract	12-Month Contract	9-Month Contract	12-Month Contract
TOTAL FACULTY	**18,647**	**2,320**	**20,179**	**1,796**	**20,710**	**1,999**
Tenured Faculty	**12,042**	**942**	**12,625**	**789**	**13,289**	**729**
TOTAL MALES	13,803	1,659	14,215	1,192	13,891	1,299
Tenured Males	9,731	785	9,922	630	9,956	584
TOTAL FEMALES	4,844	661	5,982	577	6,819	700
Tenured Females	2,311	157	2,703	159	3,333	145

Note: The selected ranks are professor, associate professor, assistant professor and instructor.

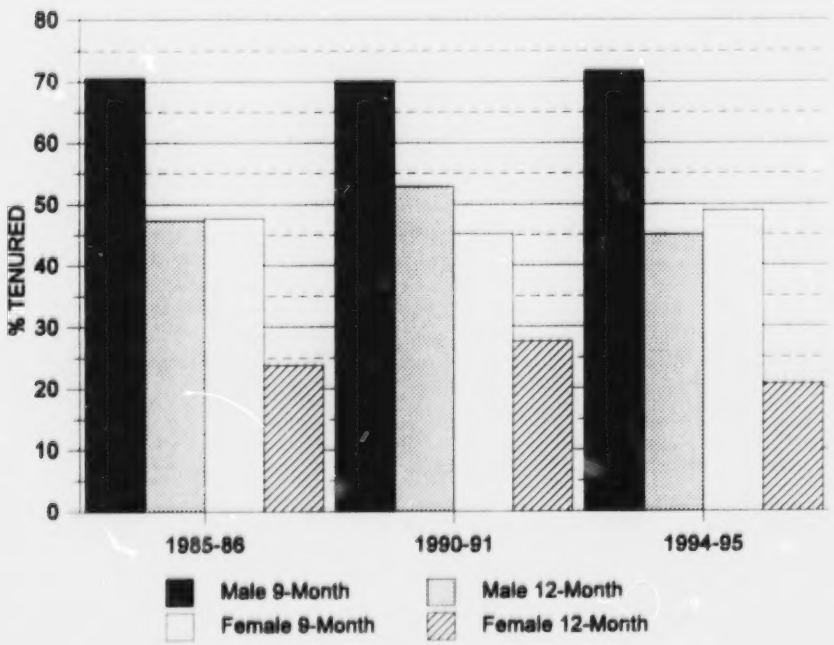
Since 1985-86, the number of tenured faculty employed on a 9-month contract increased by 10.4%. The number of tenured males on a 9-month contract increased by 2.3%, while tenured females employed for the same contractual period increased by 44.2%.

The trend was reversed for faculty employed on a 12-month contract. Since 1985-86, tenured faculty on a 12-month contract decreased by 22.6%. The number of tenured males and females decreased by 25.6% and 7.6%, respectively.

...the percentage of tenured full-time faculty employed on a 12-month contract decreased since 1990-91...

FIGURE 3

PERCENT OF SELECTED FULL-TIME INSTRUCTIONAL FACULTY WITH TENURE BY SEX BY SELECTED YEARS



Note: The selected ranks are professor, associate professor, assistant professor and instructor.

Between 1985-86 and 1990-91, the percentage of both male and female tenured faculty on a 9-month contract decreased followed by a respective 1.4 and 3.7 percentage point increase by 1994-95.

However, the tenure pattern was reversed for faculty employed on a 12-month contract. Male and female tenured faculty experienced a respective increase of 5.6 and 3.8 percentage points between 1985-86 and 1990-91 followed by a decrease of 7.9 and 6.9 percentage points by the current year.

TABLE 5

AVERAGE SALARIES OF SELECTED FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS BY PROFESSORIAL RANK 1993-94 AND 1994-95

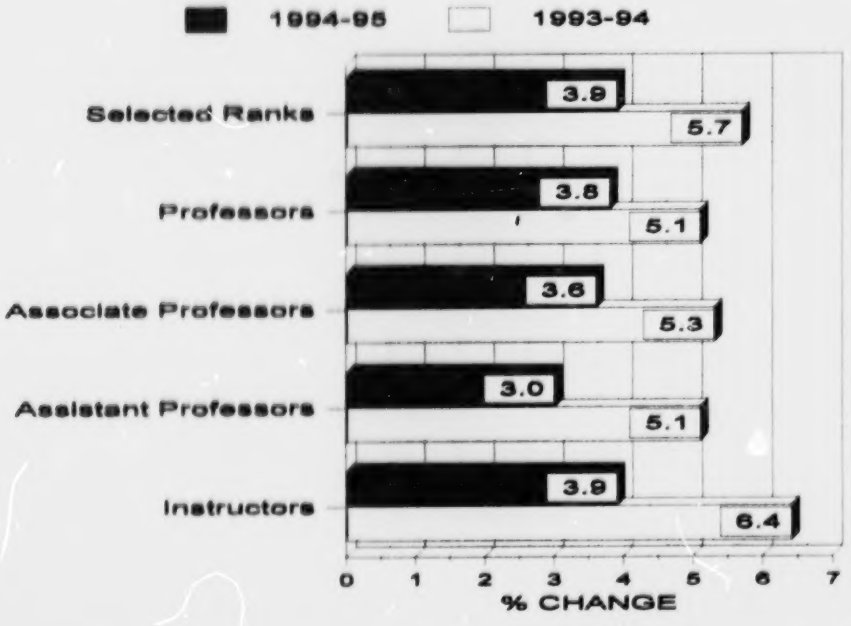
	AVERAGE SALARY		
	1993-94	1994-95	% CHANGE
Professors	$65,649	$68,157	3.8
Associate Professors	49,294	51,047	3.6
Assistant Professors	40,370	41,563	3.0
Instructors	31,527	32,755	3.9

Note: The selected ranks are professor, associate professor, assistant professor and instructor.

A comparison between Table 5 and Figure 4 reveals the changes in the range of salaries since last year. Since 1993-94, salary raises varied from 3.9% for instructors to 3.0% for assistant professors. The average increase was 3.9%, 1.8 percentage points lower than the 1993-94 figure (see Figure 4).

FIGURE 4

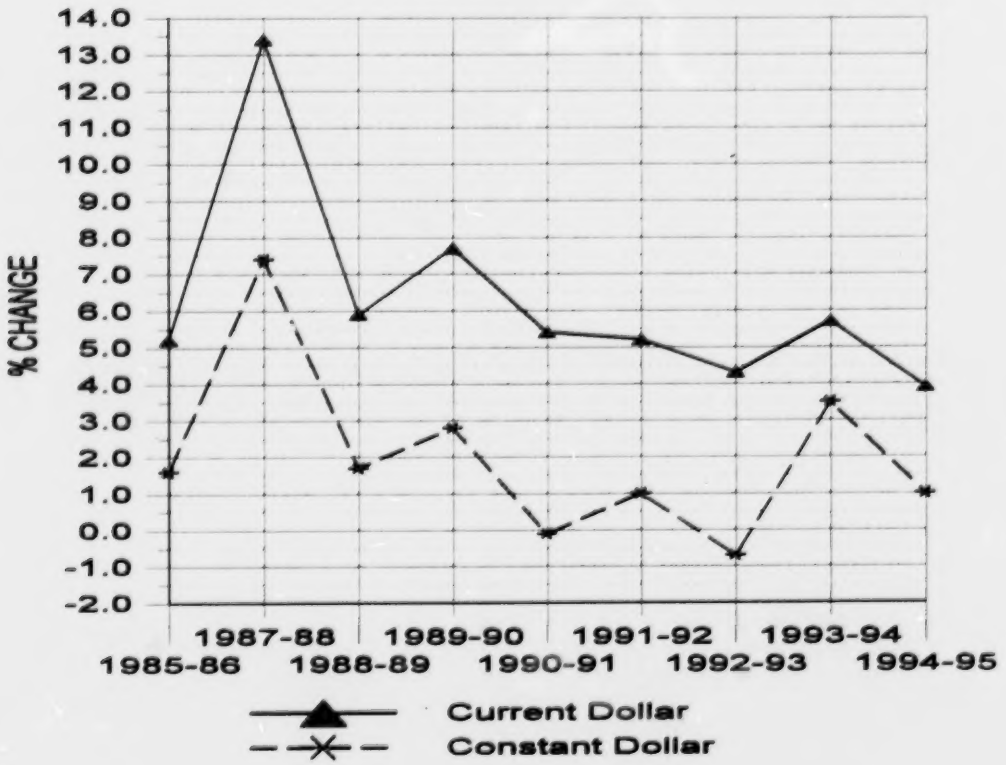
PERCENTAGE CHANGE IN AVERAGE SALARIES OF SELECTED FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS 1993-94 AND 1994-95



...the range of percentage change between current and constant dollar salary increases narrowed since 1993-94...

FIGURE 5

PERCENTAGE CHANGE IN AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS BY SELECTED RANKS CURRENT TO CONSTANT DOLLAR COMPARISON 1985-86 THROUGH 1994-95



Note: 1. The selected ranks are professor, associate professor, assistant professor and instructor.
2. Data for 1986-87 is not available. The percentage change for 1987-88 reflects a two-year salary change from 1985-86.

Comparing the fluctuation between the percentage change for current and constant dollars allows for an assessment of the impact of inflation on salary increases for full-time faculty. The smallest range between current and constant dollar salary increases was in 1993-94 (2.2 percentage points); the largest occurred in 1990-91(5.5 percentage points). With a 2.9 percentage point difference between current and constant dollar salary increases, the range for 1994-95 is 0.7 percentage points lower than the difference for 1985-86 (3.6 percentage points).

TABLE 6

AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS PENNSYLVANIA AND CONTIGUOUS STATES 1992-93 AND 1993-94

	PUBLIC 4-YEAR INSTITUTIONS			PRIVATE 4-YEAR INSTITUTIONS		
	1992-93	1993-94	% Change	1992-93	1993-94	% Change
United States	**$46,506**	**$47,900**	**3.0**	**$46,013**	**$46,940**	**2.0**
Delaware	49,978	51,371	2.9	45,710 1/	50,219	9.9
Maryland	47,235	47,976	1.9	47,040	48,421	2.9
New Jersey	56,985	59,054	3.6	54,030	56,181	4.0
New York	51,481	54,748	6.3	51,284	51,567	0.6
Ohio	48,556	49,861	2.7	41,853	42,567	1.7
Pennsylvania	48,888	52,533	7.5	48,581	49,123	1.1
West Virginia	35,866	37,806	5.4	31,127	32,173	3.4

1/ Data revised.

Source: *The NEA 1995 Almanac of Higher Education*, National Education Association, Washington, D.C., 1995.

In comparing the percentage change in average salaries, full-time faculty employed by Pennsylvania public institutions exceeded the 1993-94 national figure by 4.5 percentage points. For full-time faculty employed by private institutions in Pennsylvania, the percentage change in average salary was 0.9 percentage points below the national figure.

APPENDIX A

AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY BY CONTRACT LENGTH, RANK AND INSTITUTIONAL CATEGORY 1994-95

	9 MONTHS		12 MONTHS	
	Number	Average Salary	Number	Average Salary
TOTAL, ALL RANKS	20,710	$52,404	1,999	$65,458
State Universities	4,558	55,776	19	71,986
State-Related Commonwealth Universities	5,032	53,724	939	61,265
Community Colleges	1,743	47,088	128	44,672
Private State-Aided Institutions	1,436	70,263	531	88,250
Private Colleges and Universities	7,728	47,918	264	56,347
Theological Seminaries	44	43,120	94	39,816
Private Two-Year Colleges	133	30,076	24	31,552
State School of Technology	36	42,794	0	0
Professors	6,850	$68,157	492	$95,031
State Universities	1,548	69,908	6	95,110
State-Related Commonwealth Universities	1,485	74,373	235	91,955
Community Colleges	739	53,511	9	66,383
Private State-Aided Institutions	730	86,056	125	131,724
Private Colleges and Universities	2,287	62,702	63	84,345
Theological Seminaries	23	45,638	53	43,281
Private Two-Year Colleges	38	36,869	1	28,586
Associate Professors	6,069	$51,047	447	$69,395
State Universities	1,322	56,346	7	69,769
State-Related Commonwealth Universities	1,469	52,711	191	66,707
Community Colleges	475	46,832	28	54,682
Private State-Aided Institutions	392	57,067	121	90,642
Private Colleges and Universities	2,349	47,347	75	57,662
Theological Seminaries	14	43,233	20	37,824
Private Two-Year Colleges	48	29,585	5	42,087
Assistant Professors	6,221	$41,563	571	$56,467
State Universities	1,452	43,873	6	56,449
State-Related Commonwealth Universities	1,444	42,704	215	52,816
Community Colleges	394	40,697	43	43,494
Private State-Aided Institutions	291	50,944	197	71,556
Private Colleges and Universities	2,600	38,944	84	44,638
Theological Seminaries	7	34,619	19	32,380
Private Two-Year Colleges	33	25,349	7	31,013

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APPENDIX A

AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY BY CONTRACT LENGTH, RANK AND INSTITUTIONAL CATEGORY 1994-95

	9 MONTHS		12 MONTHS	
	Number	Average Salary	Number	Average Salary
Instructors	1,279	$32,755	298	$43,654
State Universities	236	33,015	0	0
State-Related Commonwealth Universities	476	33,595	128	37,360
Community Colleges	125	31,514	36	36,978
Private State-Aided Institutions	21	38,699	88	60,579
Private Colleges and Universities	371	30,933	33	35,948
Theological Seminaries	0	0	2	38,547
Private Two-Year Colleges	14	24,466	11	27,375
State School of Technology	36	42,794	0	0
Lecturers	218	$30,819	57	$39,669
State-Related Commonwealth Universities	146	29,840	45	41,623
Community Colleges	10	30,996	12	32,341
Private Colleges and Universities	62	33,096	0	0
No Academic Rank	73	$19,516	134	$41,510
State-Related Commonwealth Universities	12	37,327	125	42,086
Private State-Aided Institutions	2	34,413	0	0
Private Colleges and Universities	59	15,388	9	33,503

APPENDIX B

AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY BY CONTRACT LENGTH, RANK, SEX AND INSTITUTIONAL CATEGORY 1994-95

	9 MONTHS				12 MONTHS			
	Male		Female		Male		Female	
	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary
TOTAL, ALL RANKS	13,891	$56,093	6,819	$44,889	1,299	$72,682	700	$52,052
State Universities	3,006	58,687	1,552	50,137	12	76,552	7	64,158
State-Related Commonwealth Universities	3,565	57,072	1,467	45,587	657	66,347	282	49,425
Community Colleges	955	50,344	788	43,142	52	47,710	76	42,594
Private State-Aided Institutions	1,110	73,790	326	58,253	349	99,295	182	67,069
Private Colleges and Universities	5,133	51,553	2,595	40,727	142	65,322	122	45,902
Theological Seminaries	34	43,784	10	40,862	83	40,498	11	34,670
Private Two-Year Colleges	56	32,526	77	28,294	4	33,234	20	31,215
State School of Technology	32	43,567	4	36,611	0	0	0	0
Professors	5,642	$69,672	1,208	$61,083	434	$96,620	58	$83,143
State Universities	1,275	70,148	273	68,787	5	89,540	1	92,957
State-Related Commonwealth Universities	1,267	75,042	218	70,489	211	92,547	24	82,838
Community Colleges	480	55,681	259	49,491	5	68,550	4	63,675
Private State-Aided Institutions	636	86,840	94	80,753	107	137,628	18	96,627
Theological Seminaries	1,940	64,318	347	53,665	53	87,014	10	70,196
Private Colleges and Universities	20	46,171	3	42,088	52	43,242	1	45,300
Private Two-Year Colleges	24	38,096	14	34,764	1	28,586	0	0

APPENDIX B

AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY BY CONTRACT LENGTH, RANK, SEX AND INSTITUTIONAL CATEGORY 1994-95

	9 MONTHS				12 MONTHS			
	Male		Female		Male		Female	
	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary
Associate Professors	4,180	$52,230	1,898	$48,431	311	$72,489	136	$62,321
State Universities	893	56,826	429	55,404	4	74,698	3	63,197
State-Related Commonwealth Universities	1,093	53,364	376	50,813	146	67,665	45	63,596
Community Colleges	242	49,559	233	44,000	17	56,718	11	51,534
Private State-Aided Institutions	293	58,572	99	52,612	84	96,199	37	78,026
Private Colleges and Universities	1,643	48,481	715	44,758	43	62,056	32	51,757
Theological Seminaries	9	43,537	5	42,685	16	38,040	4	36,958
Private Two-Year Colleges	16	30,232	32	29,261	1	44,106	4	41,583
Assistant Professors	3,417	$42,814	2,804	$40,038	898	$61,247	273	$51,250
State Universities	760	44,271	692	43,436	3	57,378	3	55,521
State-Related Commonwealth Universities	901	43,717	543	41,024	125	53,693	90	51,598
Community Colleges	181	42,768	213	38,938	13	42,399	30	43,968
Private State-Aided Institutions	178	52,831	113	47,971	108	81,513	89	59,472
Private Colleges and Universities	1,380	40,298	1,220	37,413	34	44,879	50	44,473
Theological Seminaries	5	34,682	2	34,463	13	32,845	6	31,372
Private Two-Year Colleges	12	27,499	21	24,121	2	30,122	5	31,370

APPENDIX B

AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY BY CONTRACT LENGTH, RANK, SEX AND INSTITUTIONAL CATEGORY 1994-95

	9 MONTHS				12 MONTHS			
	Male		Female		Male		Female	
	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary
Instructors	529	$34,137	750	$31,780	136	$46,132	162	$41,547
State Universities	78	33,123	158	32,961	0	0	0	0
State-Related Commonwealth Universities	244	35,412	232	31,683	63	37,323	65	37,396
Community Colleges	47	31,220	78	31,691	13	37,144	23	36,884
Private State-Aided Institutions	1	42,320	20	38,518	50	60,873	38	60,193
Private Colleges and Universities	123	31,196	248	30,802	8	39,863	25	34,694
Theological Seminaries	0	0	0	0	2	38,547	0	0
Private Two-Year Colleges	4	23,364	10	24,907	0	0	11	27,375
State School of Technology	32	43,567	4	36,611	0	0	0	0
Lecturers	75	$33,862	143	$29,223	33	$44,909	24	$32,464
State-Related Commonwealth Universities	51	33,034	95	28,126	29	46,280	16	33,183
Community Colleges	5	30,006	5	31,986	4	34,972	8	31,025
Private Colleges and Universities	19	37,099	43	31,328	0	0	0	0
No Academic Rank	48	$18,431	25	$21,599	87	$45,161	47	$34,715
State-Related Commonwealth Universities	9	38,071	3	35,095	83	45,522	42	35,297
Private State-Aided Institutions	2	34,413	0	0	0	0	0	0
Private Colleges and Universities	37	12,789	22	19,578	4	37,677	5	30,167

APPENDIX C

NUMBER AND PERCENT OF SELECTED FULL-TIME INSTRUCTIONAL FACULTY WHO HAVE TENURE BY CONTRACT LENGTH, RANK, SEX AND INSTITUTIONAL CATEGORY 1994-95

	9 MONTHS				12 MONTHS			
	Male		Female		Male		Female	
	Number	%	Number	%	Number	%	Number	%
PROFESSORS	5,642	96.5	1,208	93.7	434	85.0	58	87.9
State Universities	1,275	98.5	273	98.5	5	100.0	1	100.0
State-Related Commonwealth Universities	1,267	97.8	218	99.1	211	92.9	24	100.0
Community Colleges	480	89.6	259	86.9	5	100.0	4	100.0
Private State-Aided Institutions	636	99.8	94	97.9	107	90.7	18	77.8
Private Colleges and Universities	1,940	95.6	347	92.2	53	79.2	10	80.0
Theological Seminaries	20	80.0	3	100.0	52	46.2	1	0.0
Private Two-Year Colleges	24	50.0	14	50.0	1	0.0	0	0.0
ASSOCIATE PROFESSORS	4,180	85.1	1,889	78.9	311	62.1	136	51.5
State Universities	893	87.1	429	82.3	4	75.0	3	33.3
State-Related Commonwealth Universities	1,093	89.6	376	87.5	146	67.1	45	57.8
Community Colleges	242	82.6	233	67.0	17	52.9	11	63.6
Private State-Aided Institutions	293	94.2	99	88.9	84	67.9	37	59.5
Theological Seminaries	1,634	79.9	715	75.7	43	44.2	32	34.4
Private Colleges and Universities	9	77.8	5	60.0	16	43.8	4	75.0
Private Two-Year Colleges	16	62.5	32	65.6	1	0.0	4	0.0

APPENDIX C

NUMBER AND PERCENT OF SELECTED FULL-TIME INSTRUCTIONAL FACULTY WHO HAVE TENURE BY CONTRACT LENGTH, RANK, SEX AND INSTITUTIONAL CATEGORY 1994-95

	9 MONTHS				12 MONTHS			
	Male		Female		Male		Female	
	Number	%	Number	%	Number	%	Number	%
ASSISTANT PROFESSORS	3,417	25.6	2,804	23.2	298	5.7	273	7.3
State Universities	760	40.1	692	38.6	3	100.0	3	66.7
State-Related Commonwealth Universities	901	24.3	543	11.6	125	6.4	90	0.0
Community Colleges	181	59.1	213	49.8	13	15.4	30	16.0
Private State-Aided Institutions	178	4.5	113	1.8	108	0.0	89	0.0
Private Colleges and Universities	1,380	16.9	1,220	17.0	13	11.8	50	16.0
Theological Seminaries	5	20.0	2	0.0	3	0.0	6	0.0
Private Two-Year Colleges	12	16.7	21	23.8	2	0.0	5	0.0
INSTRUCTORS	529	14.6	750	7.3	136	0.7	162	0.6
State Universities	78	9.0	158	12.0	63	0.0	65	0.0
State-Related Commonwealth Universities	244	12.3	232	6.0	13	1.6	23	1.5
Community Colleges	47	8.5	78	11.5	50	0.0	38	0.0
Private State-Aided Institutions	1	0.0	20	0.0	8	0.0	25	0.0
Private Colleges and Universities	123	3.3	248	4.0	2	0.0	21	0.0
Theological Seminaries	0	0.0	0	0.0	0	0.0	0	0.0
Private Two-Year Colleges	4	50.0	10	75.0	0	0.0	11	0.0
State School of Technology	32	93.8	4	100.0	0	0.0	0	0.0

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APPENDIX D

NUMBER OF EMPLOYEES BY OCCUPATIONAL ACTIVITY AND EMPLOYMENT STATUS BY INSTITUTIONAL CATEGORY AND RACE 1993-94

	ALL OCCUPATIONAL CATEGORIES		EXECUTIVE ADMINISTRATIVE AND MANAGERIAL		INSTRUCTIONAL FACULTY		OTHER PROFESSIONAL		NON-PROFESSIONAL	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
TOTAL, ALL EMPLOYEES	92,637	43,453	8,532	358	28,092	30,352	24,499	6,374	31,514	6,369
American Indian/Alaskan Native	153	42	11	0	33	28	45	6	64	8
Asian/Pacific Islander	2,844	1,754	110	2	1,370	1,495	1,047	124	317	137
Black (Non-Hispanic)	10,377	2,258	651	18	866	1,041	2,627	293	6,233	906
Hispanic	1,244	433	63	3	389	324	289	41	503	65
White (Non-Hispanic)	77,061	37,051	7,690	335	25,054	25,630	19,945	5,838	24,372	5,248
Nonresident Alien	958	1,911	7	0	380	1,834	546	72	25	5
State Universities	10,346	1,384	871	55	4,716	342	1,265	626	3,494	361
American Indian/Alaskan Native	20	1	0	0	13	0	0	1	7	0
Asian/Pacific Islander	204	12	6	0	174	5	10	4	14	3
Black (Non-Hispanic)	782	100	114	4	245	10	80	27	343	59
Hispanic	144	15	8	0	59	3	7	5	70	7
White (Non-Hispanic)	9,196	1,256	743	51	4,225	324	1,168	589	3,060	292
State-Related Commonwealth Universities	32,608	15,110	1,999	16	8,783	10,357	10,781	3,456	11,045	1,281
American Indian/Alaskan Native	73	21	8	0	6	17	25	3	34	1
Asian/Pacific Islander	1,041	463	43	1	544	378	388	70	66	14
Black (Non-Hispanic)	3,967	732	191	1	281	417	1,326	148	2,169	166
Hispanic	443	171	19	0	117	139	136	18	171	14
White (Non-Hispanic)	26,534	11,883	1,734	14	7,574	7,633	8,632	3,154	8,594	1,082
Nonresident Alien	550	1,840	4	0	261	1,773	274	63	11	4

APPENDIX D

NUMBER OF EMPLOYEES BY OCCUPATIONAL ACTIVITY AND EMPLOYMENT STATUS BY INSTITUTIONAL CATEGORY AND RACE 1993-94

	ALL OCCUPATIONAL CATEGORIES		EXECUTIVE ADMINISTRATIVE AND MANAGERIAL		INSTRUCTIONAL FACULTY		OTHER PROFESSIONAL		NON-PROFESSIONAL	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Community Colleges	4,883	7,424	692	61	2,004	6,719	681	185	1,506	459
American Indian/Alaskan Native	7	3	0	0	3	1	1	0	3	2
Asian/Pacific Islander	85	100	5	0	54	91	8	2	18	7
Black (Non-Hispanic)	565	414	81	1	111	338	66	12	307	63
Hispanic	70	40	3	0	24	35	18	0	25	5
White (non-Hispanic)	4,153	6,864	603	60	1,809	6,251	588	171	1,153	382
Nonresident Alien	3	3	0	0	3	3	0	0	0	0
Private State-Aided Institutions	17,604	7,844	1,590	66	3,971	5,240	6,460	648	5,583	1,890
American Indian/Alaskan Native	28	2	7	0	1	3	15	0	10	4
Asian/Pacific Islander	950	939	31	0	276	812	509	32	134	95
Black (Non-Hispanic)	3,560	542	147	5	89	145	918	64	2,406	328
Hispanic	301	110	12	2	61	85	95	6	133	17
White (Non-Hispanic)	12,401	6,238	1,395	59	3,460	4,195	4,656	538	2,890	1,446
Nonresident Alien	364	8	3	0	84	0	267	8	10	0
Private Colleges and Universities	25,928	11,098	3,206	142	8,202	7,421	5,081	1,363	9,439	2,172
American Indian/Alaskan Native	24	9	1	0	9	7	4	1	10	1
Asian/Pacific Islander	550	231	24	1	317	203	128	13	81	14
Black (Non-Hispanic)	1,318	432	112	5	127	117	213	38	929	272
Hispanic	272	94	19	1	123	60	31	11	99	22
White (Non-Hispanic)	23,660	10,272	3,050	135	7,594	6,976	4,700	1,299	8,316	1,862
Nonresident Alien	41	600	0	0	32	58	5	1	4	1

APPENDIX D

NUMBER OF EMPLOYEES BY OCCUPATIONAL ACTIVITY AND EMPLOYMENT STATUS BY INSTITUTIONAL CATEGORY AND RACE 1993-94

	ALL OCCUPATIONAL CATEGORIES		EXECUTIVE ADMINISTRATIVE AND MANAGERIAL		INSTRUCTIONAL FACULTY		OTHER PROFESSIONAL		NON-PROFESSIONAL	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Theological Seminaries	480	234	81	11	157	96	66	24	176	103
American Indian/Alaskan Native	0	1	0	0	0	0	0	1	0	0
Asian/Pacific Islander	5	7	0	0	2	1	2	3	1	3
Black (Non-Hispanic)	52	16	3	2	9	3	5	2	35	9
Hispanic	6	0	0	0	4	0	1	0	1	0
White (Non-Hispanic)	417	210	78	9	142	92	58	18	139	91
Private Two-Year Colleges	717	324	81	11	157	96	66	24	176	103
American Indian/Alaskan Native	1	0	0	0	1	0	0	0	0	0
Asian/Pacific Islander	9	5	1	0	3	5	2	0	3	0
Black (Non-Hispanic)	65	16	3	0	4	11	18	0	40	5
Hispanic	8	2	2	0	1	1	1	1	4	0
White (Non-Hispanic)	634	301	81	7	213	156	135	59	205	79
State School of Technology	71	35	6	0	37	4	9	12	19	19
Asian/Pacific Islander	0	1	0	0	0	0	0	0	0	1
Black (Non-Hispanic)	5	6	0	0	0	0	1	2	4	4
Hispanic	0	1	0	0	0	1	0	0	0	0
White (Non-Hispanic)	66	27	6	0	37	3	8	10	15	14

Note: Instructional faculty includes instruction/research assistants.

APPENDIX E

PERCENT OF CHANGE AND CURRENT TO CONSTANT DOLLAR COMPARISON OF AVERAGE SALARIES FOR SELECTED FULL-TIME FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS 1985-86 THROUGH 1994-95

	TOTAL		PROFESSOR		ASSOCIATE PROFESSOR		ASSISTANT PROFESSOR		INSTRUCTOR		CONSUMER PRICE INDEX
	Average Salary	% Change	Average Salary	% Change	Average Salary	% Change	Average Salary	% Change	Average Salary	% Change	
CONSTANT 1994-95 DOLLARS											INDEX
1985-86	$44,882	1.6	$57,777	1.0	$44,209	1.6	$36,188	1.4	$27,991	1.9	1.397
1987-88	48,191	7.4	61,717	6.8	47,184	6.7	38,657	6.8	30,072	7.4	1.323
1988-89	48,992	1.7	63,336	2.6	47,949	1.6	39,520	2.2	30,126	0.2	1.271
1989-90	50,346	2.8	65,144	2.9	48,991	2.2	40,576	2.7	30,812	2.3	1.212
1990-91	50,323	-0.1	65,501	0.5	48,855	-0.3	40,231	-0.9	31,561	2.4	1.150
1991-92	50,825	1.0	66,070	0.9	49,646	1.6	40,934	1.7	31,428	-0.4	1.104
1992-93	50,461	-0.7	65,602	-0.7	49,187	-0.9	40,334	-1.5	30,841	-1.9	1.050
1993-94	52,219	3.5	67,490	2.9	50,676	3.0	41,502	2.9	32,411	5.1	1.028
1994-95	52,752	1.0	68,157	1.0	51,047	0.8	41,563	0.1	32,755	1.1	1.000
10-Year % of Change		17.5		18.0		15.5		14.9		17.0	
CURRENT DOLLARS											CPI-U
1985-86	$32,131	5.2	$41,362	4.7	$31,649	5.3	$25,907	5.0	$20,039	5.6	107.6
1987-88	36,424	13.4	46,647	12.8	35,663	12.7	29,218	12.8	22,729	18.3	113.6
1988-89	38,561	5.9	49,851	6.3	37,740	5.8	31,106	6.5	23,712	4.3	118.3
1989-90	41,536	7.7	53,745	8.4	40,418	7.1	33,476	7.6	25,420	7.2	124.0
1990-91	43,761	5.4	56,959	6.0	42,484	5.1	34,985	4.5	27,445	8.0	130.7
1991-92	46,057	5.2	59,872	5.1	44,989	5.9	37,094	6.0	28,480	3.8	136.2
1992-93	48,044	4.3	62,459	4.3	46,831	4.1	38,402	3.5	29,364	4.1	143.1
1993-94	50,795	5.7	65,649	5.1	49,294	5.3	40,370	5.1	31,527	6.4	146.2
1994-95	52,752	3.9	68,157	3.8	51,047	3.6	41,563	3.0	32,755	3.9	150.3
10-Year % of Change		64.2		64.8		61.3		60.4		63.5	39.7

Note: 1 Data for 1986-87 is not available. The percentage of change from 1987-88 reflects a two-year salary change from 1985-86.
2 Index numbers for computing constant dollar figures are rounded, adjusted constant dollar amounts will vary slightly.

APPENDIX F

AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS FOR SELECTED RANKS BY INSTITUTIONAL CATEGORY 1985-86 THROUGH 1994-95

	1985-86	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95
ALL INSTITUTIONS	$32,131	*	$36,424	$38,561	$41,536	$43,761	$46,224	$48,044	$50,795	$52,752
Public Institutions	$31,797	*	$36,580	$38,751	$42,132	$43,711	$46,434	$48,899	$51,793	$53,840
State Universities	31,583	*	36,860	38,802	42,714	43,488	46,155	48,364	53,817	55,776
State-Related Commonwealth Universities	33,098	*	37,866	40,411	43,199	45,636	48,507	49,584	52,219	54,749
Community Colleges	29,356	*	32,708	34,392	37,412	39,117	41,543	43,371	45,520	47,180
State School of Technology	-	-	-	-	-	31,513	36,239	39,538	41,454	42,794
Private Institutions	$32,522	*	$36,273	$38,334	$40,918	$43,819	$46,015	$47,953	$49,594	$51,429
Private State-Aided Institutions	41,326	*	46,619	49,344	52,759	56,230	58,373	62,356	67,688	70,313
Private Colleges and Universities	30,657	*	33,957	36,027	38,390	41,396	43,674	45,232	46,409	48,291
Theological Seminaries	30,469	*	33,340	34,130	35,556	37,125	39,019	41,779	43,170	43,120
Private Two-Year Colleges	20,364	*	22,943	23,707	25,050	23,848	27,272	28,054	29,343	30,076

Note 1 The selected ranks are professor, associate professor, assistant professor and instructor
2 Salary data for the Thaddeus Stevens State School of Technology was included beginning with 1990-91 because Act 211 of 1990 authorized this school to grant associate degrees
3 A dash (-) indicates "not applicable"
4 An asterisk (*) indicates "not available"

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APPENDIX G

FRINGE BENEFIT EXPENDITURE AS A PERCENTAGE OF TOTAL SALARY EXPENDITURE OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS BY INSTITUTIONAL CONTROL 1985-86 THROUGH 1994-95

(In Millions)

	1985-86	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95
TOTAL SALARY EXPENDITURE	$592.5	*	$690.7	$752.0	$820.6	$880.6	$939.9	$986.4	$1,083.0	$1,085.0
Public Institutions	315.2	*	377.7	412.2	449.8	412.3	511.3	494.4	579.7	608.2
Private Institutions	277.3	*	313.0	337.8	370.8	468.3	428.3	445.0	458.6	477.1
TOTAL FRINGE BENEFIT EXPENDITURE	$158.3	*	$173.6	$182.6	$216.7	$233.3	$250.3	$271.6	$ 287.3	$ 296.5
Public Institutions	92.4	*	99.7	99.8	125.3	130.9	139.4	153.3	139.6	167.4
Private Institutions	65.9	*	73.9	82.8	91.4	102.4	110.9	118.3	147.7	129.1
PERCENTAGE	26.7	*	25.1	24.3	26.4	26.5	26.6	27.5	26.5	27.3
Public Institutions	29.3	*	26.4	24.2	27.9	31.7	27.3	31.0	24.1	27.5
Private Institutions	23.8	*	23.6	24.5	24.6	21.9	25.9	26.6	32.2	27.1

Note: An asterisk (*) indicates "not available."

APPENDIX H

GLOSSARY

CONSTANT DOLLARS - Dollar amounts that have been adjusted by means of price and cost indices for a specified year to eliminate inflationary factors and to allow direct comparison across the years.

CONSUMER PRICE INDEX - A measure in the average change of prices over time in a fixed market basket of goods and services which covers all urban consumers (CPI-U) consisting of approximately 80% of the total population. The CPI-U includes, in addition to wage earners and clerical workers, groups such as professional, managerial, and technical workers, the self-employed, short-term workers, the unemployed, retirees and others not in the labor force.

CURRENT DOLLARS - Dollar figures that reflect actual prices or costs prevailing during a specified year(s) and have not been adjusted for inflation.

EXECUTIVE, ADMINISTRATIVE AND MANAGERIAL - Employees who exercise responsibility for the management of the institution, or of a customarily recognized department or subdivision thereof.

INSTRUCTIONAL FACULTY - Instruction/research staff whose major regular assignment is instruction, including those with release time for research. The term does not include data relating to instructional faculty who teach preclinical or clinical medicine, who are members of a religious order, or who teach in the Reserve Officer Training Program (R.O.T.C.).

INSTRUCTION/RESEARCH ASSISTANTS - Individuals employed for the primary purpose of assisting in classroom or laboratory instruction or in the conduct of research. The term also includes individuals who are employed as technical and paraprofessionals.

LENGTH OF CONTRACT (9-MONTH AND 12-MONTH) - Salaries of faculty are reported on either a 9-month or a 12-month basis. Faculty are reported as having 9-month or 12-month salaries on the basis of their contract period, not on the basis of the number of installments in which salaries are paid. The term "9-month contract" applies to faculty who teach for two semesters, three quarters, two trimesters, two 4-month sessions or the equivalent. The term "12-month contract" applies to faculty employed for the entire year. These faculty are generally employed for 11 months of teaching with one month vacation. The term "salary" may be substituted for "contract" within the context of this definition.

NONPROFESSIONAL - Individuals employed for the primary purpose of clerical and secretarial occupations, skilled crafts and service maintenance.

OTHER PROFESSIONAL - Individuals employed for the primary purpose of performing academic support, student service and institutional support activities, whose assignments would require either college graduation or experience of such kind and amount as to provide a comparable background.

PRIVATE INSTITUTIONS - Institutions listed in the following categories: private state-aided institutions, private colleges and universities, theological seminaries and private two-year colleges.

PUBLIC INSTITUTIONS - Institutions listed in the following categories: state universities, state-related commonwealth universities, community colleges and state school of technology.

APPENDIX H

GLOSSARY

RACIAL/ETHNIC AND OTHER DESCRIPTIVE CATEGORIES OF PERSONS

RACIAL/ETHNIC CATEGORIES - Categories used to describe groups to which individuals belong, identify with, or belong in the eyes of the community. These categories do not denote scientific definitions of anthropological origins. However, no person may be counted in more than one racial category. Racial/ethnic designations are requested only for United States citizens and for resident aliens (persons who have been lawfully admitted for permanent residence and who hold alien registration receipt cards (Form I-551/155)).

American Indian/Alaskan Native - A person having origins in any of the original peoples of North America and who maintains a cultural identification through tribal affiliation or community recognition.

Asian/Pacific Islander - A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent or the Pacific Islands. This includes people from China, Japan, Korea, the Philippine Islands, Samoa, India and Vietnam.

Black (Non-Hispanic) - A person having origins in any of the black racial groups of Africa (except those of Hispanic origin).

Hispanic - A person of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture or origin, regardless of race.

White (Non-Hispanic) - A person having origins in any of the original peoples of Europe, North Africa or the Middle East (except those of Hispanic origin).

OTHER DESCRIPTIVE CATEGORY

Nonresident Alien - A person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Nonresident aliens are reported separately rather than in any of the five racial/ethnic categories described above.

TENURE - Status of a professional position, or a person occupying a position or occupation, with respect to permanence of position.

APPENDIX I

SOURCES

1. Fall Staff Survey (IPEDS-S)
2. Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty (PDE-2114)
3. *CPI Detailed Report*, U.S. Department of Labor, Bureau of Labor Statistics, Washington, D.C., 1995.
4. *Digest of Education Statistics*, U.S. Department of Education, National Center for Education Statistics, Washington, D.C., 1994.
5. *The 1995 NEA Almanac of Higher Education*, National Education Association, Washington, D.C., 1995.

APPENDIX J

NONRESPONDENTS
(Data Estimated)

Faith Theological Seminary

Grove City College